A

Synopsis for Ph.D.

On

The Role of Women in Top Management and Its Impact on Company Leadership

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The Role of Women in Top Management and Its Impact on Company Leadership

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1. Title of the Research Proposal

The Role of Women in Top Management and Its Impact on Company Leadership.

2. Abstract

Despite making up half of the world's population, women still suffer discrimination in every sector, including leadership. This is because men think women are primarily suitable for domestic labour and cannot function well as managers or leaders. In contrast, men are willing to allow women to work from home. Achieving gender equality in organizations at all levels is a protracted and challenging process that calls for the engagement of the whole company as well as a strong commitment from top management. UN publications on "women's concerns of the year 2000" state that women make up half of the world's population, perform two-thirds of the labour, but only receive a third of the world's revenue. "I possess less than a hundredth of its assets and earn a tenth of its income." Over 40% of the world's workforce and 50% of the population are made up of women. Over the years, the government has worked to build rules and initiatives to advance women in government-run businesses and organizations. More than 55% of the food farmed in developing nations is produced by women, particularly in rural regions. According to several polls, women have proven to be great managers and company owners. The study found that women hold just 1% of organizational leadership roles, 4% of middle and senior management positions,

and 16% of junior management employment (CEOs). The secondary sources on which this essay is based The study focuses on the difficulties women encounter in India while applying for top management positions and other leadership and management positions in general.

Keywords: Leadership, women Organization, top management positions.

3. Introduction

Women have experienced discrimination at home and in society. While gender inequality has been the subject of social research and action in many fields for decades, it has been woefully ignored in organizational leadership. Globally, the proportion of working-age women has grown throughout time, and with it, the proportion of highly educated women with technical skills. On the other hand, discrimination against women in the workplace has impeded their advancement to positions that are more coveted among males. Workplace discrimination, income differences based on gender, and occupational segregation are just a few examples of how gender inequality manifests itself. Working women have long battled against both the separation of men and women into genders and horizontal segregation.

Women in management teams frequently exhibit higher levels of social responsibility and more participative leadership styles. Higher motivation and improved performance are the results of women's influence, according to research

on the impact of women in cooperative firms, which have unique organizational and purpose qualities. One advantage of female leadership is increased efforts to promote work-family balance, which is important for both the development of the nation and raising family standards of living.

Female entrepreneurship and the presence of women on management teams have a positive effect on the social goals and successes of organizations. When women run businesses, they are more likely to adopt family-friendly policies. Instead of the outdated commercial sector, the new cooperative entrepreneurial environment is more suited for this kind of strategy. In reality, community-based businesses have gained notoriety as crucial instruments for the empowerment of women.

Greater capacity development may be achieved by supporting this entrepreneurial environment on a group level, rather than focusing on heroic individual entrepreneurs. From a participatory aspect, these new female company leaders have a greater impact and influence on the actions of their organizations than women would be able to have in traditional firms. This result was reached by recent research after it gave an illustration of an area where such a dynamic is emerging. Today's female executives must figure out how to make a bigger difference on mixed-gender management teams. Through cooperation, women have the best opportunity of attaining this goal.

The problems facing women in leadership positions

Worldwide As a result of globalization, women experience both advantages and disadvantages. As a result, senior managers and top executives will have more obligations and expectations. Top executives frequently face relocation and timetable demands that push them to move to new towns, cities, and countries. For women who have kids and a spouse or significant other who works, this is one of the biggest challenges. In actuality, adapting to other cultures and social mores is a larger worry than family matters. Despite the perception that women are naturally good at adapting, many of them failed in their new environments because they were unable to cope with the cultural shock. Women may experience prejudice in a similar way.

There are female leaders in other civilizations. Many nations will flatly decline to cooperate with a female executive because they believe that women are unable to run a successful business.

Many male senior executives and top management figures merely state that women don't want to succeed in their current roles. However, a surprising survey found that 55% of women who aren't in management roles aspire to run their companies. According to Annis, the multiple challenges women encounter on their route to becoming manager’s cause many of them to lose interest in advancing up

the corporate ladder. There are several obstacles, including prejudice, discrimination, stereotypes, family obligations, and a lack of opportunities.

Many women continue to serve as their families' primary careers. Many women are compelled to choose between their personal and professional goals as time restrictions and job demands increase. Few female CEOs and executives have children because of the possible impact on their professions, according to a poll. In contrast, a lot of women have deliberately left their occupations because of childcare responsibilities. 32% of women still quit their employment after having children, despite the fact that the number of women taking maternity or childcare leaves is declining. After having children, many women find it difficult to travel or put in long hours of work due to their domestic duties. The right to an education is vital. Whatever the government's policies, There are currently 960 million illiterate people in the globe, with women making up two-thirds of the total? More laws and rules should be made by the government that promotes free credit for women's empowerment, skill-based education, and the encouragement of female entrepreneurship. We won't be able to advance as a society as a whole unless these obstacles are removed. Improved circumstances for work. In certain nations, like France, pregnant women receive a variety of benefits during their pregnancies, including vacation days and incentives. In many developing nations, these rules must be put into practice in both the public and private sectors to help women

adjust to all aspects of their life. They may succeed in their objectives through these efforts.

4. Major Research Works Reviewed

Ms. B. Sooriapriya, (2022) this study investigates the link between females in top management and firm performance in Ghana. It uses World Bank Enterprise Survey (WBES) data across 720 firms in Ghana to make its findings. The results should however be interpreted with a bit of caution as we have not been able to examine the time dynamics of our findings.

B.K.P.Pranathi & Dr. Remya Lathabhavan, (2021) the lack of women's presence in firms' top management positions reflects gender equity equity problems, especially in South Asia, including Pakistan. The study uses the return of assets (ROA), firm's stability (FSTB), and risk-taking behavior (RTB) as dependent variables.

Safdar Husain Tahir, (2021) Men agree for women to work at home because men believe women are only good for domestic work. Women account for more than 40% of the global labour force and half the global population. Women produce more than 55 percent of the food grown in developing countries, particularly in rural areas.

Joseph Dery Nyeadi et al, (2020) the studies and information above demonstrate that women may succeed in any sector in the modern world. Women may achieve work-life balance and have more opportunities to achieve higher life objectives thanks to society's and the environment's favourable characteristics. Women may show that they are no longer inferior to males and that they want the same incentives, rewards, bravery, and support to achieve more gender equality with the use of technology, better education, and strong family support.

R. Bala Subramanian, (2016) globally, there are more women in the workforce as a result of several socioeconomic developments, including more female education and the effects of globalisation. Women make up 23% of all female CEOs in the United States alone, where they make up 46% of the workforce. At a survey, women said that in a company, people are their top priority, but men said that work fulfilment is their top priority. Even while women now have access to higher educational opportunities than they had in the past, gender discrimination, employment challenges, local restrictions, and family obligations limit their potential. This essay presents information about the capacities of women in comparison to males, the limitations on their growth, and the role of women in various industries.

Deborah Gills, President and CEO Catalyst (2014) According to the research and literature discussed above, women may succeed in any field in the modern

world. Women may attain work-life balance and have a greater chance of achieving their life objectives when society and the environment are supportive. Women may demonstrate **Barhate G H and Madhavi S Patgaonkar (2012)** that they are no longer inferior to men with the help of technology, higher education, and strong family support. They need the same rewards and privileges, bravery, and support to achieve more gender equality.

Caroline Francis (2012) indicates that the building of female leaders' leadership identities is influenced by their experiences and personal developmental relationships. The relevance of female leaders' responsibilities has been the subject of conflicting perspectives in earlier studies; as a result, they need to be further investigated, particularly in the South Asian area. By filling up this hole in the existing literature, the current work makes a contribution.

Dabapratim Purkayastha and Chaudhari (2011) demonstrates how gender parity influences how organisations take risks, which has an impact on how they behave financially. They reach the general conclusion that women take measured risks when making financial decisions and are less risk-averse than males. They are compelled to engage in power struggles by the primitive communities that exist all over the world. Caretakers are more likely to be women than men, nevertheless. According to the study, males tend to have sensation-seeking dispositions and love taking chances more than women do.

Banerji, A., Mahtani, S., Sealy, R. & Vinnicombe, S. (2010) outlines a few key characteristics that female entrepreneurs believed were important to have while running their businesses. They compared the female entrepreneurs from South Africa and Poland. They saw promise in female business owners from Poland and South Africa who were thinking about creating an organisation. emphasises the importance of women's entrepreneurial development as the primary economic component that creates the modern economy's capacity for innovation, resulting in steady economic progress. They identified female business owners as important potential suppliers of solutions to enhance the present economic and social conditions.

Dhar, A. (2010) The gender equality problem is a result of the dearth of women in senior leadership roles in businesses. The phenomena of female CEOs "who succeeded to get to the top as head of business firms," influencing the financial behaviour of businesses, is identified. shows that women make conservative, risk-averse decisions and view investments as long-term instruments. They are unable to choose the best investments because of their risk-averse conduct. They frequently lack the expertise and information necessary to comprehend the nature of investment instruments. When making investment decisions, they adopt the mindsets of their ancestors. Such research initiatives are seen as "seeds of

leadership" that pay homage to the future growth of leadership in relation to the financial conduct of organisations.

Priola, V. (2007) The study was motivated by female under-representation in management/leadership in "quasi-government" organizations such as parastatals, local authorities, education and health departments, where women are few than men in terms of employment. The findings of the study show that women in leadership positions perform equally good or better than men.

Kurtulus, F. A. & Tomaskovic-Devey, D. (2012 The debate concentrates on the traits of female leaders and evaluates how they select leaders. According to the research, women are considered to be better leaders than men in a number of women-oriented leadership traits. Women leaders appear to have the necessary traits of being socialised, communicative, interactive, consultative, constructive, inclusive, sensitive, and nurturing, according to the transformational leadership paradigm. This leadership theory focuses on attempting to explain how leaders may do extraordinary things in the face of challenges like discrimination, the glass ceiling, turning around a failing firm, etc. As a result, transformational leadership incorporates many of the relational traits linked to women in leadership positions.

Chauhan, A. (2010) The discussion focuses on the qualities of female leaders and assesses their method of choosing leaders. The study found that in a number of

women's leadership qualities, women are seen as superior to men as leaders. Transformational leadership paradigm, women leaders exhibit the requisite qualities of being socialised, communicative, interactive, consultative, constructive, inclusive, sensitive, and nurturing. This leadership theory aims to clarify how amazing things may be accomplished by leaders in the face of obstacles like discrimination, the glass ceiling, turning around a failing business, etc. As a result, many of the relational characteristics associated with women in leadership roles are included into transformative leadership.

Mbepera, J.G. (2015) Despite the fact that leaders do not intentionally base their judgements on their gender, the difference in perspective is nevertheless apparent. The female perspective on things is broader, and more potential influencing factors are taken into account. Women typically notice how things relate to one another and so have a deeper understanding of the larger picture. Having goals is crucial in femininity, but so is how you go about obtaining them. Goal-achieving requires intuition, which is crucial. It aids in this development and hastens the discovery of the entity. The feminine perception, meanwhile, is not without drawbacks. The quantity of data and the variety of recognised features make it.

Mead, J., & Warren, K. (2016) numerous studies have also found that women are democratic and relationship-focused. Relationship-focused behaviour is also congruent with the broad traits of effective leadership. These traits of female

leaders are active in various leadership settings where women participate. Assert that being more socialised while connecting with people is another trait of women leaders. According to social theorists, socialisation creates the people-oriented character of women.

5. Identification of Research Gaps

A number of research studies have been undertaken periodically on the role of women in top management and their impact on company leadership. Many studies have been conducted on the role of women in top management and its impact on company leadership. However, research on women in top management and their impact on company leadership in the context of Rajasthan state, resulting in the functioning of women in top management and its impact, is rarely examined in any study. These values are the main focus of the present research..

6. Objectives of the Study

To study the personal and professional traits of women in top company management.

1. To analyse the factors that influence women to reach and succeed in the top management of companies.
2. To identify the service sector where women hold top management positions.
3. To find out the problems and stress faced by women during and after holding the top position and the ways of overcoming them.

4. To highlight the key findings of the study and give valid suggestions for the empowerment of women to reach the top levels of company management,
5. To study "The Role of Women in Top Management and Its Impact on Company Leadership."

7. Research Questions or Hypotheses

1. Ho1: There is no significant Female participation in top management influence firms financial performance, firm risk-taking behavior, and firm stability.
2. Ha1: There is a significant female presence in top management, which influences firm financial performance, firm risk-taking behavior, and firm stability.
3. Ho2: There is no significant difference between the role of women in top management and its impact on company leadership.
4. Ha2: There is a significant difference between the role of women in top management and its impact on company leadership.

8. Framework and methods proposed for research

a. **The scope and coverage of the study:** The study is restricted to only the state of Rajasthan. It is helpful to study deeply. Receiving the recent study's accurate findings will be completely just. The recent study wills priorities

The Role of Women in Top Management and Its Impact on Company Leadership over other sectors.

b. Methodology:

i. **Sample Design:** The present research work is based on a descriptive research design.

ii. **Cosmos:** As the focus of the study will be on the role of women in top management and its impact on company leadership in Rajasthan state,

iii. **Sample Unit:** The sample unit will be Rajasthan State Covering. The selection of districts or divisions in Rajasthan state is based on a pilot survey that showed that The Role of Women in Top Management and Its Impact on Company Leadership in Rajasthan state would be suitable for the study.

iv. **Sample Size:** A 400-person Rajasthan state sample will be used for this research study.

v. **Sampling Type:** A research sample will be collected through random sampling.

c. Source of information:

i. Primary data will be collected through questionnaires, surveys, etc.

ii. Secondary data will be collected through journals and research articles to support research.

iii. Personal observation will be made wherever necessary for additional information relating to the research. An exploratory qualitative study will be undertaken to understand the workings and various dimensions of the role of women in top management and its impact on company leadership. A personal, in-depth interview will be conducted for The Role of Women in Top Management and Its Impact on Company Leadership.

9. Innovation/path breaking aspect of the research

1. To fix the position of company leadership, everyone should pay serious attention to the role of women in top management and be aware of its impact on company leadership.
2. There are many dimensions to fixing the position of company leadership, but the role of women in top management and its impact on company leadership will bring a revolution, and this impact will prove to be as successful as other roles.

10. Proposed outcomes of the Study

The following outcomes from the research endeavor may be anticipated:

1. The purpose of this research is to examine The Role of Women in Top Management and Its Impact on Company Leadership in the Context of Rajasthan State. This may be helpful to the Indian government in framing

policies for their role in top management and its impact on company leadership.

2. The research is also based on rural and urban companies, so it is expected that this research will help create leadership for The Role of Women in Top Management and Its Impact on Company Leadership and help in the possible development of rural and urban companies.
3. The research may also prove helpful to leadership in understanding the role of top management and its impact on company leadership.

11. New data to be generated

1. The study related to entire Rajasthan or India level can be conducted.
2. All Rajasthan areas can also be studied.
3. The Study can be conducted on rural and urban areas both.
4. The newly developed Area can be included in study.

12. Relevance of the proposed study for policy-making

The only principle of The Role of Women in Top Management and Its Impact on Company Leadership in companies in Rajasthan state the purpose of this research is to ensure the role of women in top management and its impact on company leadership in companies in the state of Rajasthan. Its role is that everyone who supports the role of women in top management has to be company leadership.

13. Relevance of the proposed study for society

The role of women in top management and its impact on company leadership Giving women top management positions will be a new initiative that will usher in a new era. This will have a great impact on the corporate world, as this research will inform and raise awareness about the role of women in top management. This research will reveal the role of women in top management and the benefits of being a company leader, and a new leadership strategy will be born.

14. Scheme of Chapter

S. No.	Title
1	1. Introduction to the Role of Women in Top Management and Its Impact on Company Leadership
2	2. Review of Literature and Methodology 2.1 Introduction 2.2 Research objective 2.3 Statement of the problem 2.4 Research hypothesis 2.5 Defining key terms 2.6 Study area 2.7 Research methods 2.8 Sampling procedure for survey 2.9 Sampling profile

	2.10 Tools for data collection 2.11 Method of data collection 2.12 Method of data analysis 2.13 Limitation of study
3	3. Research design and framework 3.1 the Role of Women in Top Management: An Overview 3.2 Company Leadership: An Overview 3.3 the Role of Women in Top Management and Its Impact on Company Leadership
4	4. Data Interpretation 4.1 Profile of respondents 4.2 Data analysis and interpretation 4.3 Hypothesis testing
5	5. Conclusion, Limitations of study, Recommendations, Avenues for Future Research 5.1 Conclusion 5.2 Limitations of study 5.3 Recommendations 5.4 Avenues for Future Research
6	Appendix
7	Bibliography

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